EXHIBIT 15

Produced in Native

Hiring GBS
April 20, 2005

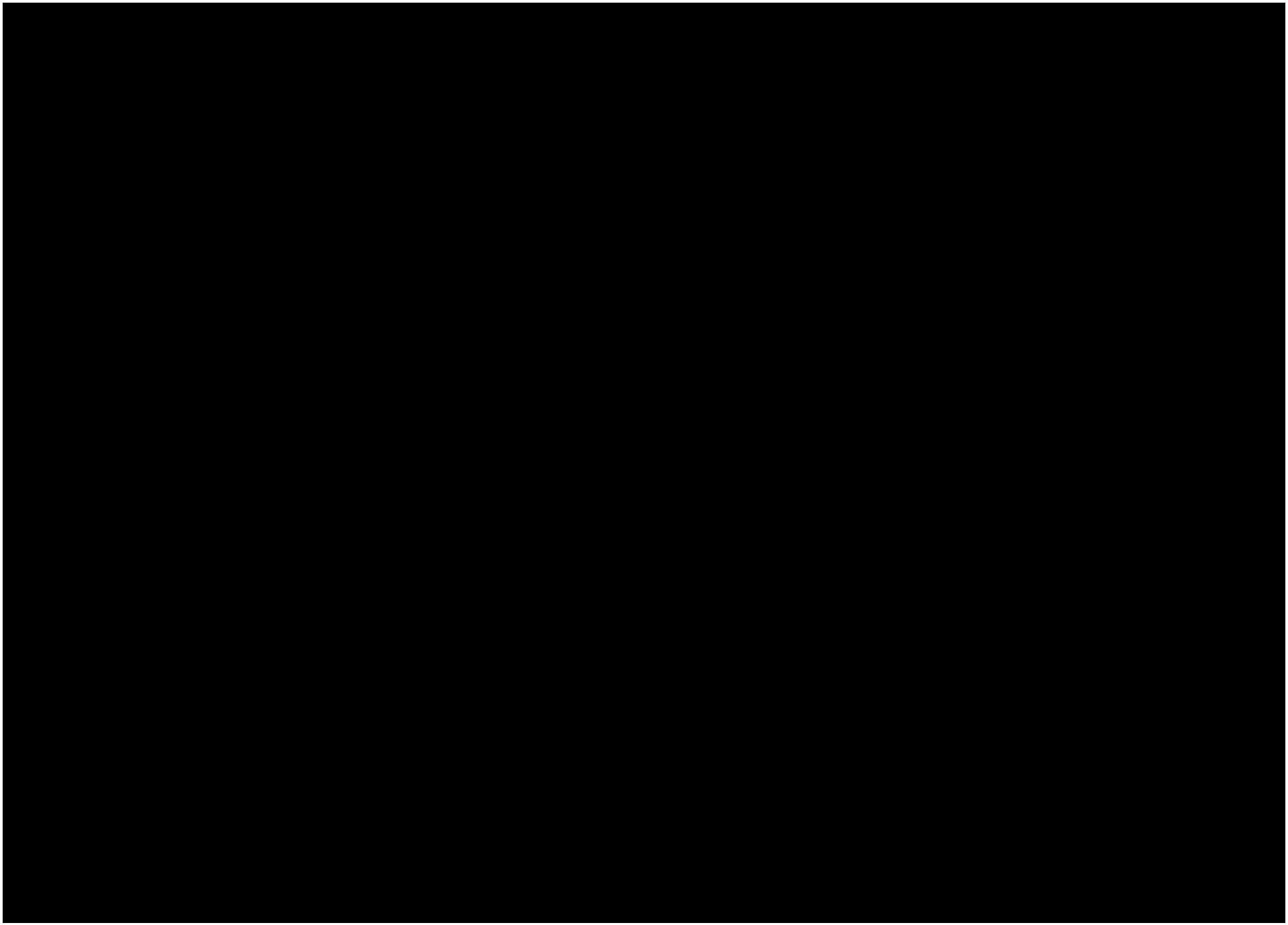
Arnnon Geshuri, Judy Gilbert

Contributors: Todd Carlisle

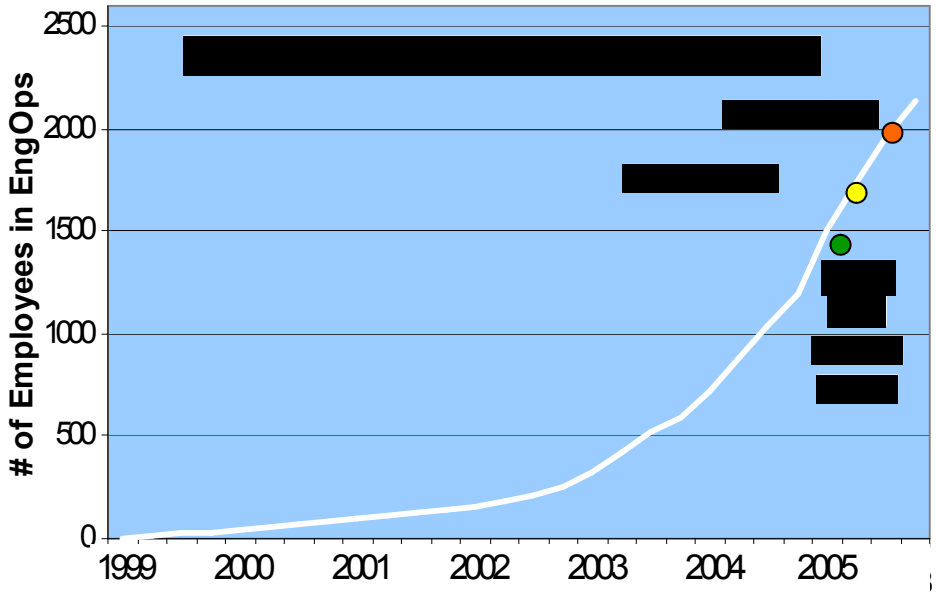
Google

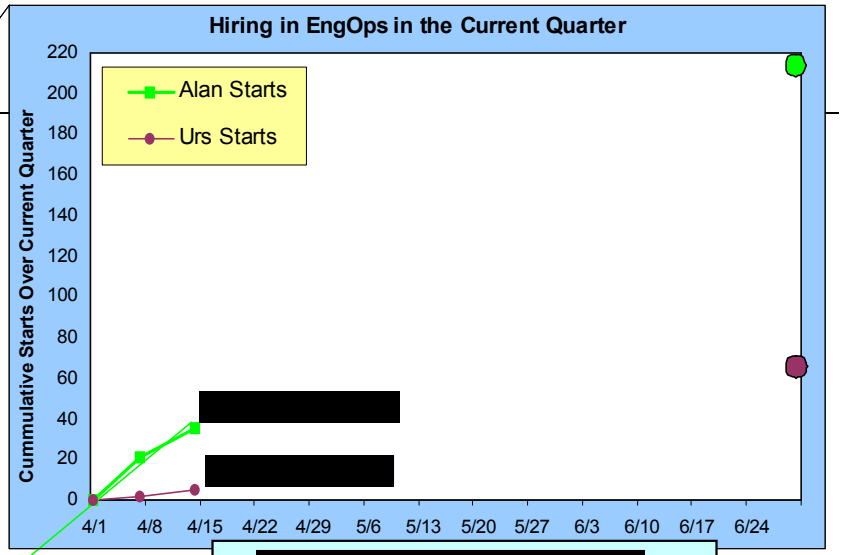
Agenda

- The Numbers
- “Interview-Free” Hiring Process Pilot
- Grants for Open Source Work
- Hiring Programs in Q2



[redacted]





[redacted]

[redacted]

[redacted]

Predicting Future Hiring

Three models to understand how full the hiring glass (outlook) is

[redacted]

ATTORNEY-CLIENT PRIVILEGED AND CONFIDENTIAL

OKR Review

THEME 13:
Innovate using people & technology structured differently

OKR:

[redacted]

Primary Owner(s):
Arnnon Geshuri/Shona Brown

Status:

- RED: We won't hit this OKR without significant EMG intervention
- YELLOW: We could hit this OKR if we had [x resources]
- GREEN: We're sitting pretty and we'll will hit this OKR

Plan of Action: [if RED/YELLOW, plan to get the resources you need to hit OKR; if GREEN, a couple of lines that discuss what else you need to do to hit the OKR]

OKR Review

THEME 13:
Innovate using people & technology structured differently

OKR:
Hire VP of Corporate Communications, head of European PR, and 5 additional PR people

Primary Owner(s):
Arnnon Geshuri/Shona Brown/David Krane

Status:

RED: We won't hit this OKR without significant EMG intervention

YELLOW: We could hit this OKR if we had [x resources]

GREEN: We're sitting pretty and we'll will hit this OKR

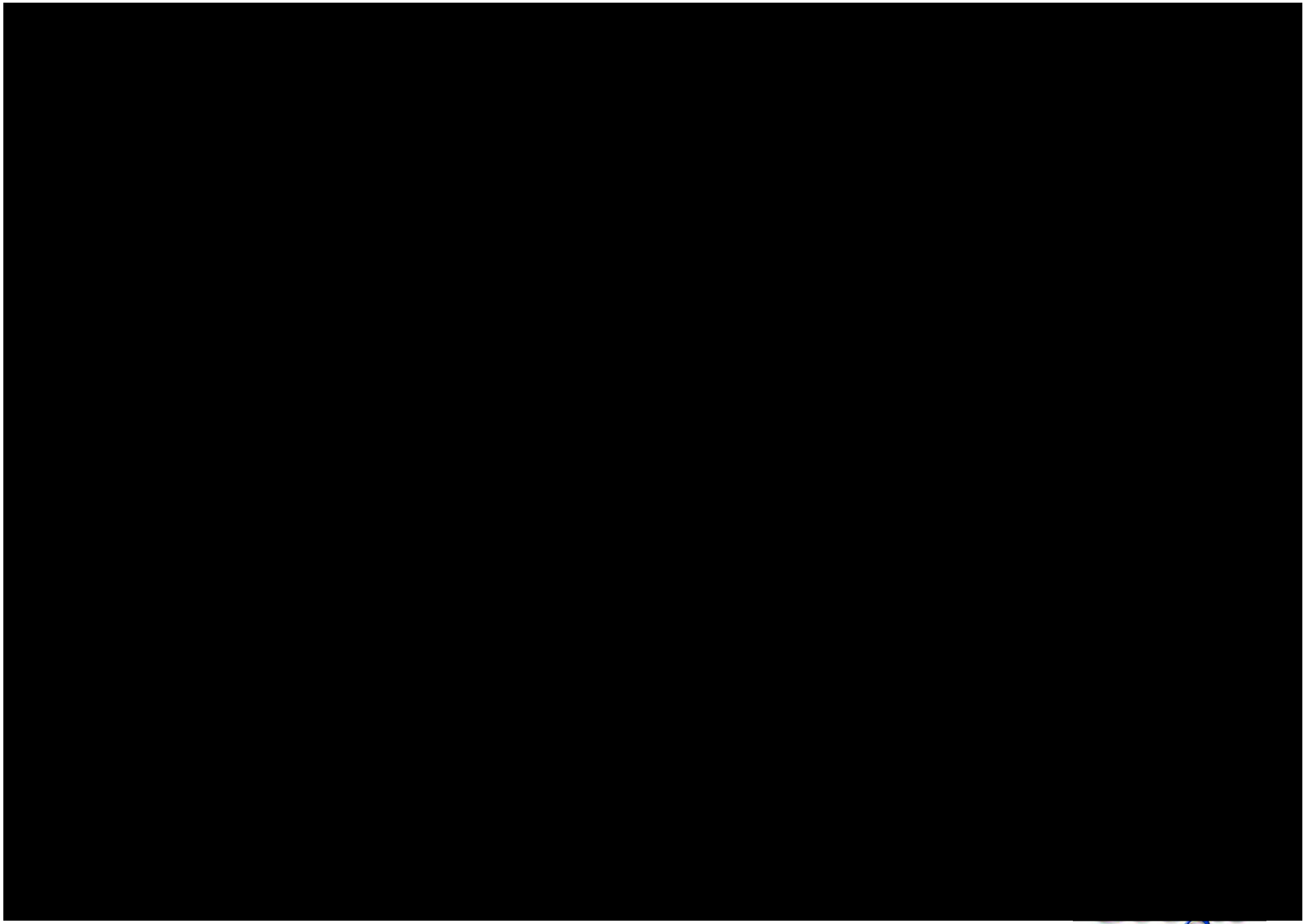
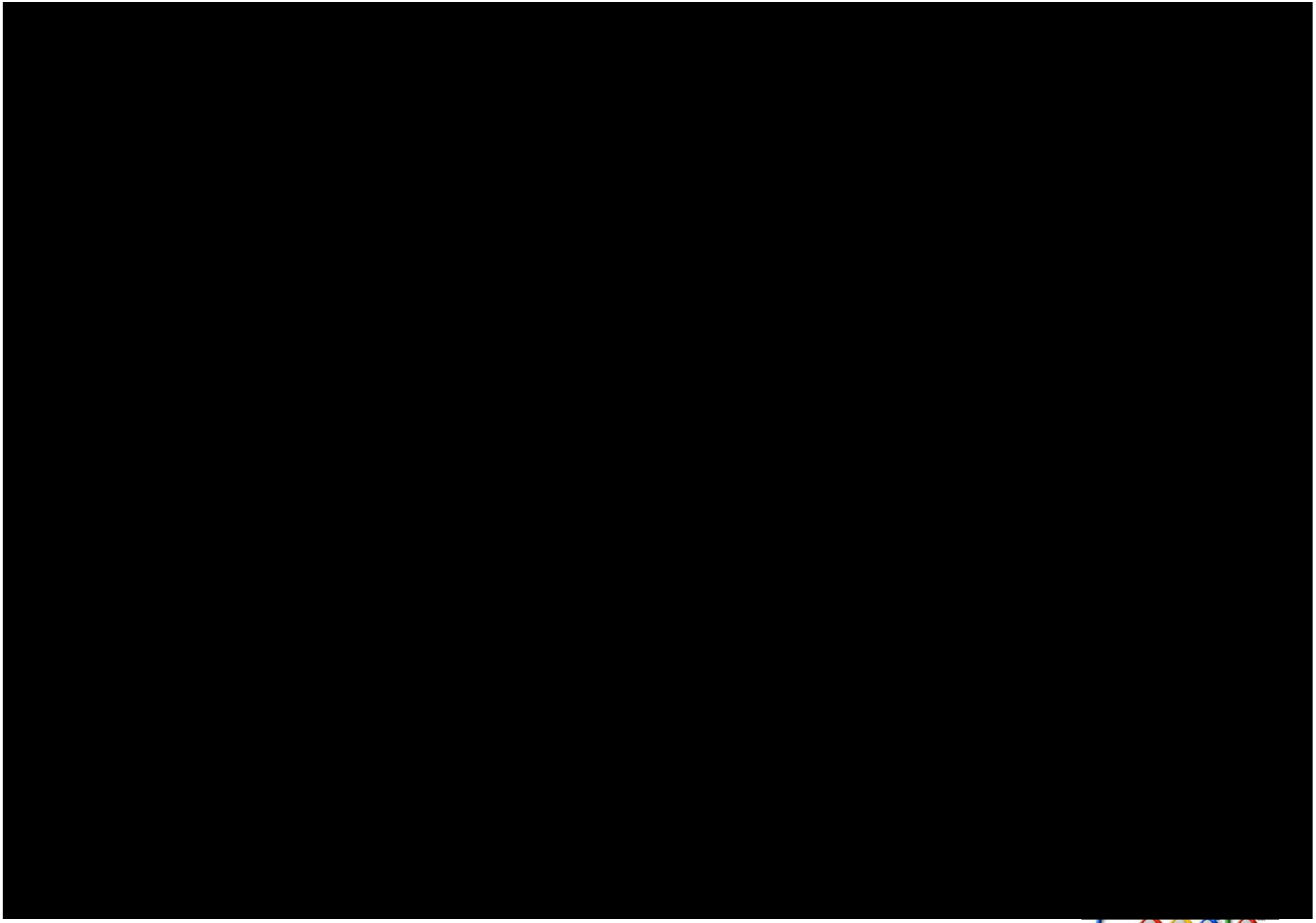
Plan of Action: [if RED/YELLOW, plan to get the resources you need to hit OKR; if GREEN, a couple of lines that discuss what else you need to do to hit the OKR]

Pilot Programs To Increase Candidate Pool

- Interview Free Recruting: The upcoming Eng Open House should provide a good pool of candidates for pilot program to hire Eng candidates without interviewing them

ATTORNEY-CLIENT PRIVILEGED AND CONFIDENTIAL

Streamlined Conversion Process

Onsite Contingent Workforce Management

- [redacted] you'll be able to approve temp timecards, access headcount and spend reports for your temporary workforce and, in the near future, initiate compliance evaluations for any of your consultant needs.
- [redacted] this critical business function, we will streamline the complex process of on-boarding, managing, and paying our contingent workers and more effectively managing the risks associated with having a contingent workforce.